



REPLY TO  
ATTENTION OF:

**DEPARTMENT OF THE ARMY**  
ANNISTON ARMY DEPOT  
7 FRANKFORD AVENUE  
ANNISTON, ALABAMA 36201-4199

AMSTA-AN-RCP

Commander's Policy Statement #18

SUBJECT: Policy Statement/Selective Placement of Disabled People

1. It will continue to be the policy of Anniston Army Depot (ANAD) to aggressively seek ways to utilize qualified disabled people in the performance of our missions. I expect directors, supervisors, and employees to fully support the Selective Placement Program. We will continue to hire and retain people for what they can do.
2. The depot workforce now has 705 disabled employees who are efficiently and conscientiously performing the duties of their assigned positions. This is evidence enough that there are jobs that can be performed by people with disabilities. I ask that selecting officials consider seriously the prospect of filling a position through the Selective Placement Program. The Coordinator for Selective Placement will assist you in determining when such an action is practicable and expedient.
3. Another vital element of this program concerns our own workforce -- we cannot do less for present employees than we do for a new hire. When a depot employee becomes physically disabled to perform the duties of his/her position, the supervisor, division chief and director are expected to make every effort to effect job placement in another suitable position. This policy includes light duty assignments for employees who have been determined by the Medical Officer to warrant temporary work of such nature. We have the capability of finding temporary, light duty assignments for a reasonable period of time. I expect that all employees will be given the same opportunity to remain in a work status on light duty rather than arbitrarily placed on leave. Again, this type assignment should be for a reasonable period of time until the employee is either able to resume full duties or is placed on another position.
4. Civilian Personnel Advisory Center will assist in determining qualifications and suggestion alternate methods of moving physically disqualified employees. Employees who are referred for selection through the referral system will be given full consideration, and nonselection will be justified by valid reasons. Nonselection will be reviewed by the Coordinator for Selective Placement and the Civilian Personnel Officer.

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5. I want to assure that actions consistent with sound staffing and performance requirements will not be questioned; however, I cannot over-emphasize my personal commitment to see that present employees are treated fairly.

Gerald Bates Jr

GERALD BATES, JR.  
Colonel, OD  
Commanding

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